

EAST PROVIDENCE SCHOOL DEPARTMENT

East Providence School Committee

East Providence City Hall - Council Chamber

145 Taunton Avenue

East Providence, Rhode Island 02914

November 24, 2015

Open Session

Mr. Tsonos, Chairman, called the meeting to order at 6:30 PM.

Members Present: Jessica Beauchaine, Nathan Cahoon, Anthony Ferreira, Joel Monteiro, Charles Tsonos. Also Present: Kim Mercer, Superintendent of Schools and new Superintendent, Kathryn M. Crowley; Robert Silva, Esq. and Andrew Thomas, Esq.

Motion by Mr. Cahoon that the Committee convene in Executive Session for purposes of discussing:

Personnel – R.I. Gen. Laws §42-46-5(a) (1); Collective Bargaining R.I. Gen. Laws §42-46-5(a) (2) and Litigation//Pending Litigation-R.I. Gen. Laws §42-46-5(a) (2), seconded by Mr. Ferreira. Vote 5-0.

The Committee returned to Public Session – Motion by Mr. Cahoon to return to public session, seconded by Mr. Monteiro. Vote 5-0.

Report Executive Session Votes – No votes taken in executive

session; Motion by Mr. Cahoon to seal the minutes of the executive session, seconded by Mr. Monteiro. Vote 5-0.

The Pledge of Allegiance to the Flag and a Moment of Silence were observed.

Student/Staff Recognition - Martin Middle School Boys Cross Country Team won the Eastern Division Championship; Students and coaches were congratulated and presented with certificates.

Kim Mercer, Superintendent of Schools recognized and thanked for her service as Superintendent of East Providence Schools since March 2013; the School Committee took a short recess to hold a reception in her honor.

Facilities Report

Mr. Feola, Interim Facilities Director, reported that the door project had been going extremely well; progress reported: Francis completed; Kent Heights half done; Silver Spring or Hennessey next; all doors at Martin Middle School; Silver Spring painted; Hennessey will be painted tomorrow; asbestos to be removed by AA; ahead on some and behind on others; will do interior doors during bad weather periods. Sidewalks on hold; Riverside Middle School Handicap ramp stopped due to problem with drainage pipe in the way of footings for ramp; getting cost to move pipe, which has been damaged; (hand out on specs); Mr. Ferreira asked about flipping the pipe; discussion

about where pipe is located and how it could be moved to accommodate the footings for the ramp; Mr. Feola wanted to move it 2 ½ feet; he will get back to the Superintendent; can discuss at Facilities Sub-Committee Meeting. Waddington chiller and High School projects: we are meeting with architect/engineer. Martin Middle School chosen as a test site for critical risk threat and assessment; no disruption to the school.

Superintendent's Report

Personnel Report on Resignations/Leave of Absence/Retirement

RETIREMENTS

Mary Peixoto (25 years)-Supervisory Assistant-Whiteknact -Effective November 3, 2015

RESIGNATIONS

Eileen Crudele-Director of Pupil Personnel-Administration-Effective November 27, 2015

LEAVE OF ABSENCE

Sarah Marion-2/5 Occupational Therapist-District-From full time to 3/5 -Effective 11/16/2015

Finance Report – Deputy Finance Director, Linda Dykeman, reported Revenues of \$66,561,615; expenditures of \$64,724,496.

Motion by Mr. Cahoon to move up Item I- 11on the agenda - Discussion of Handbook Attendance/Social Probation Policy, seconded by Mr. Monteiro. Vote 5-0.

Discussion of Handbook Attendance/Social Probation Policy requested by Ms. Beauchaine.

Mr. Monteiro explained there were questions on two issues; for academics, if no more than two fails is strict enough? Feedback from the high school Principal, Assistant Principal, Deans and SRO, indicate that the guidelines we have are more strict than the Interscholastic League; administration at the high school will put together something for students having academic issues; discussion regarding restrictions on students; they would not be restricted for the remainder of the quarter not going to games; they would lose motivation to attend school or be on time for school; would be counterproductive to the goal; since 2013, have decreased absences and tardiness by 31% with social probation in place; as long as athletic director and others show immediate consequence for that day and can show that students react and get to school on time.

Motion by Mr. Monteiro to approve the high school Athletic Handbook and Code of Conduct as presented (dated 7/25/15 last revised).

Ms. Beauchaine– need to go back and correct the one approved in May “prohibits any students – disallowed from...”for remainder of quarter; otherwise she was OK with it if it is working; would like winter sports added.

Mr. Monteiro – will change language on line

Mr. Duarte – also added unified basketball

Mr. Monteiro amended his motion to an updated version, seconded

by Mr. Cahoon who commented that numbers were telling on social probation; make part of policy in case anyone asks. Vote 5-0.

Action Items

Requisitions – Bill Lists

Warrant #

1566 11/6/15 \$ 671.17

1567 11/13/15 \$ 300.00

1568 11/19/15 \$44,543.39

1569 11/19/15 \$1,452,039.52

Motion to approve by Mr. Cahoon, seconded by Mr. Ferreira. Vote 5-0.

CORE Copier Proposal – Linda Dykeman reported that this is a rolling agreement; discussed our needs with them and they came up with a proposal; read schools listed on the proposal; requested approval on total addition which was slightly over \$3,000 for six new machines.

Discussion:

Kim Mercer – does Core offer aggregate cost for copy;

Linda Dykeman – remains same as last time, which is the best they can do for us; went out to bid two years ago; doing well; phasing machines out

Mr. Monteiro – next go around; School Committee should put feelers out- fluctuations, etc.

Mr. Cahoon asked if this was off the master purchase agreement; how back to them for second round.

Linda Dykeman– this is annual or go out to bid; follow when rolls back to contract; committed for one year; all machines in different stages of lease throughout the district.

Mr. Ferreira– are we using less per year or more; should be moving to more modern technology – 17 million copies?

Linda Dykeman – tallied on each machine.

Mr. Cahoon mentioned copying involved in ELA curriculum.

Motion to approve by Mr. Cahoon, seconded by Mr. Ferreira. Vote 5-0.

Awarding of Bid(s) – Mr. Feola, Interim Director of Facilities presented:

Jeep Wrangler w/Plow – Mr. Feola requested to remove this from discussion due to a question about warranty; asking for clarification. Motion by Mr. Cahoon to table for additional information, seconded by Mr. Monteiro. Vote 5-0.

Hand Rails – Silver Spring School – Award bid to KO Steel Construction - \$10,000 - remove old railings and install new ones according to code;

Mr. Ferreira would like the spec sheet with the bid so when approved he can see what it looks like.

Motion by Mr. Cahoon to approve, seconded by Mr. Monteiro. Vote

5-0.

Steel Platform, Stairway and Railings at Band Door Exit - Martin Middle School – Award bid to Shawmut Metal - \$5,660 to remove/replace stairs/railings; Mr. Feola – this will remove that item on Fire Marshall list

Mr. Cahoon asked about Mr. Ferreira's request for specs; Mr. Ferreira also asked for Fire Marshall report on this. Motion by Mr. Cahoon to approve, seconded by Mr. Monteiro. Vote 5-0.

Personnel Appointment(s):

Mark Acciaoli-Physical Education Teacher-Whiteknact-Effective November 24, 2015

Roll call vote: Ms. Beauchaine, aye; Mr. Cahoon, aye; Mr. Ferreira, aye; Mr. Monteiro, aye; Mr. Tsonos, aye.

Danny Carpenter-Maintenance Mechanic C-1-District-Effective November 30, 2015

Roll call vote: Ms. Beauchaine, aye; Mr. Cahoon, aye; Mr. Ferreira, aye; Mr. Monteiro, aye; Mr. Tsonos, aye.

Shannon DosSantos-Supervisory Assistant-Orlo-Effective November 24, 2015

Roll call vote: Ms. Beauchaine, aye; Mr. Cahoon, aye; Mr. Ferreira, aye; Mr. Monteiro, aye; Mr. Tsonos, aye.

Sherry Santos-Supervisory Assistant-Waddington-Effective November 24, 2015

Roll call vote: Ms. Beauchaine, aye; Mr. Cahoon, aye; Mr. Ferreira, aye; Mr. Monteiro, aye; Mr. Tsonos, aye.

**Deborah Bairos-Supervisory Assistant-Whiteknact-Effective
November 24, 2015**

Roll call vote: Ms. Beauchaine, aye; Mr. Cahoon, aye; Mr. Ferreira, aye; Mr. Monteiro, aye; Mr. Tsonos, aye.

**Eduardo Gomez -Behavioral Specialist-Silver Spring-Effective
November 24, 2015 – Roll call vote: Ms. Beauchaine, nay, Mr. Cahoon, aye; Mr. Ferreira, aye; Mr. Monteiro, aye; Mr. Tsonos, aye.
Vote 4-1 to approve. (Later rescinded and tabled)**

Mark Couto-HVAC – Effective December 9, 2015

Roll call vote: Ms. Beauchaine, aye; Mr. Cahoon, aye; Mr. Ferreira, nay; Mr. Monteiro, aye; Mr. Tsonos, nay. Vote 3-2 approved.

Discussion:

Mr. Ferreira asked for information on the “C1” carpenter position; he had a problem with supporting two HVAC positions; in his opinion, individual should hold a universal license even though it would cost more money.

Mr. Monteiro – would like to reconsider sharing of our specialists and our needs in the district; plumber is not short of a to-do list and we cannot afford to give him up to do other work; not a wash with city; we are doing what we can with what we have and he has a hard time explaining how we are not getting our work done while our employees are working on city projects.

Mr. Tsonos felt that we should track the hours for city work.

Mr. Monteiro – thinks we should not send them at all in lieu of proper funding

Mr. Feola – schools and city workers help each other out

Mr. Cahoon – make this an item on the Facilities Sub-Committee meeting agenda for 11/30/15.

Mr. Ferreira – how much does the city helps us out how; is it 60/40; should we sub out work to balance that; this needs to be tracked.

Change in Title of Director of Intervention & Instruction to Assistant Superintendent – Superintendent Kathryn Crowley requested this item be placed on the agenda to change the position to a second Assistant Superintendent; the Director of Curriculum certificate no longer issued by RIDE; had two for many years and then went to other model; we will split this with one secondary and look for an elementary Assistant to complement each other; we have combined the curriculum/assessment job description with the Assistant Superintendent positions.

Motion to approve by Mr. Cahoon, Mr. Ferreira asked if not urgent to hold until next meeting; he felt that he could not support this with only a twenty minute conversation.

Mr. Monteiro seconded the motion; did not want to delay completion of central administration. Superintendent Crowley has goals and expectations and need to give her this to meet goals.

Roll Call vote: Ms. Beauchaine, abstained; Mr. Cahoon, aye; Mr. Ferreira, nay; Mr. Monteiro, aye; Mr. Tsonos, abstained. Vote: 2 ayes; 2 abstentions; 1 nay. Motion failed.

Discussion:

Attorney Silva stated that the; motion did not carry; abstentions need an explanation; all members would be voting.

Ms. Beauchaine stated that she believed in this, but not sure right time to pass tonight

Mr. Silva – just say you are not prepared to vote rather than abstain

Mr. Tsonos – need two weeks to support the new Superintendent; legal clarification

Motion by Mr. Ferreira to place on the next agenda seconded by Mr. Cahoon. Vote 5-0.

Mr. Monteiro stated that Superintendent Crowley spoke with each member last Friday; questions could have been answered then; he was disappointed to delay this when all had an opportunity to discuss it with her.

Ms. Beauchaine – just wanted to discuss this with legal team.

Unified Sports at Middle School Level -Ms. Beauchaine sent information to the School Committee and would like to start at the Middle School level and combine until enough; budget may be little higher; she read from report – will cost us some money; taxpayer money designated for middle school sports through the city at \$5,777. Motion to approve by Ms. Beauchaine to start on a Middle School unified basketball team; use taxpayer money; if the money is not available in the budget, we would have funds from that account

(designated on tax bills)

Discussion:

Mr. Monteiro – asked if they can they get in program now?

Mr. Duarte – would have to fund ourselves in the interest of both schools

Mr. Cahoon – when program in place; would we play just East Providence?

Mr. Duarte – will take maneuvering to get us in the league; he spoke to Mr. Dandeneau, the Project Coordinator; available provided schools pay for funding this year; good thing but shade too late to get in for funding now; cost would be transportation at \$2,000 per school

**Motion to approve by Ms. Beauchaine, seconded by Mr. Ferreira.
Vote 5-0.**

Mr. Ferreira would like the School Committee to be informed when this program begins.

Mr. Duarte – will report out on specifics in the spring.

Communication to City Council regarding RIDE Reimbursement - Mr. Monteiro requested that the School Committee direct the Superintendent's Office, working with Linda Dykeman, to send a letter to the City Manager and City Council to recoup funds from the RIDE reimbursement program. Through Superintendent Mercer, we received approximately half a million dollar reimbursement for capital projects funded from our own capital funds; however, because bond money reimbursement went to the city, when others came back to us,

he does not know the legal obligation; requesting through the City Manager and City Council that \$226,000 be sent to schools earmarked for more projects, since this money designated by the bond, if School Committee finds reason to increase money, should go to accelerate bond or go back into capital. We have submitted another Stage II request; that money will be coming to us because out of local funds. Motion by Mr. Monteiro that the Superintendent's Office put out a written request to the City Manager and City Council to obtain the \$226,000 for more capital improvements and follow up on response, seconded by Mr. Ferreira. Vote 5-0.

Post Facilities Director Position – Motion by Mr. Ferreira to post internally; Mr. Feola has been doing the job for over two months; seconded by Ms. Beauchaine.

Discussion: Mr. Monteiro – we never came to terms about redefining that role; never approved job description to post

Mr. Ferreira – School Committee was in agreement with the one used to hire the former Facilities Director.

Roll call vote: Ms. Beauchaine, aye; Mr. Cahoon, nay; Mr. Ferreira, aye; Mr. Monteiro, nay; Mr. Tsonos, aye. Motion carried 3-2 to approve.

Post Mechanic Position - Ms. Beauchaine noted that the current mechanic will be leaving the job at the garage by the end of the year; requested that the position be posted.

Mr. Cahoon asked why we are singling out every position to be

posted

Ms. Beauchaine – discussed this at last meeting; need to get this position filled

Mr. Tsonos – discussion before; not posted; need to get position filled

Mr. Monteiro – agenda items go on Wednesday; could have gotten an answer from H/R Department or the Superintendent.

Mr. Ferreira– way back asked to have person in the position ready to take over for retiring employee; no we are down to only four or five weeks; now action item; 30 plus year employee walking out door and no support.

Kim Mercer will send email with status.

Kristen Chase, President of the EP Teacher Assistant Association stated that the behavioral specialist position should go through an internal bid; position currently filled by a substitute; claimed that this is a new position and job description being worked out.

Superintendent Crowley said that she visited the school, met the substitute in that position and now wanted to put the person on full time status.

Ms. Beauchaine would like clarification of the behavioral specialist position.

Kathryn Crowley – believed this came from special education; she will look into tomorrow about behavioral specialist title and advise the School Committee.

Motion by Mr. Ferreira to rescind the appointment of Eduardo Gomez and table the item, seconded Mr. Monteiro. Vote 5-0.

Motion by Mr. Ferreira to post mechanic position on Monday November 30, 2015; person works on new equipment for the district; could be leaving in two weeks; we need to fill the position, seconded by Ms. Beauchaine. Vote 5-0. Mr. Monteiro suggested to ask for an immediate posting by Human Resources Department; if not, advise the School Committee.

Increase in Custodial Staff - Post Five Custodial Positions - Ms. Beauchaine – we approved five positions; she requested that the five positions be posted.

Mr. Monteiro – substitute employees are not in the union; when positions posted, they need to apply; track record of a substitute may put them in a better position.

Motion by Mr. Ferreira to post tomorrow, seconded by Ms. Beauchaine. Vote 5-0.

Discussion on PARCC Results - Mr. Cahoon – everyone may have seen PARCC results; 5-6 months after taking test; what the results mean; what to do with results; why did Mass scrap it; people should be asking legislators; we can only do what we are told; we will offer test; it is whatever parents decide; he did quick correlation of scores in ELA and Math - more poverty line, poorer ELA math scores; how

do you plan to address the monetary issue that affects results; in 7-8years have not done whole heck of a lot; we cannot tell you why; direct questions to law makers.

Announcements

Mr. Monteiro congratulated the football team for having an awesome year; made the playoffs; congratulations to Coach Monteiro; sportsmanship and character shown, shattered stereotypes of private and public school; wished them luck.

Ms. Beauchaine– EP high school Marching Band will be on the Rhode Show tomorrow morning; Happy Thanksgiving to all.

Mr. Ferreira requested that we why people are leaving our employ; we have to come together to accomplish this.

Motion by Mr. Cahoon to reconvene in Executive Session for purposes of discussing:

Personnel – R.I. Gen. Laws §42-46-5(a) (1); Collective Bargaining R.I. Gen. Laws §42-46-5(a) (2) and Litigation//Pending Litigation-R.I. Gen. Laws §42-46-5(a) (2), seconded by Mr. Monteiro. Vote 5-0.

The School Committee returned to open session; motion by Mr. Cahoon to return and seal; no votes taken in executive session. Vote 5-0.

Motion by Mr. Cahoon to adjourn at 11:30PM, seconded by Mr. Ferreira. Vote 5-0.

Respectfully submitted,

Patricia A. Iannelli, Administrative Assistant

Nathan Cahoon, Clerk of the Committee